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Social Mobility within the Architects' Profession - A report by Alan Jones to the Board of The Royal Institute of British Architects.

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RIBA Board

Title of paper: Social mobility

Date: 21 February 2018

Classification: Public

Purpose: For discussion and agreement

Executive Summary

It was agreed in the November 2017 Board meeting that Alan Jones was to progress the topic of Social Mobility with the RIBA Policy team. This paper has been created to outline the issues around social mobility and its relationship with government and the professions. The paper has been structured around a variety of sources to encourage discussion as to how the RIBA may wish to broaden its understanding and engagement with social mobility.

Decision:

To consider recommendations

Remit

Ref Reg 5.1

5.1 Council shall ensure that such boards and committees are appointed as necessary to advise it on policy matters, to execute business on its behalf, and to represent the interests of the Institute.

Financial and Resourcing implications

None at this stage

Link to Strategic Plan 2016-2020

Our Purpose

To serve members and society in order to deliver better buildings and places, stronger communities and a sustainable environment.

Our Values

Being inclusive, ethical, environmentally-aware and collaborative underpin these strategic objectives and all that we do.

A strong profession

"...We will ensure that our profession thrives by attracting the best and most diverse talent with access to the education, knowledge and skills to succeed"

1.1 Lead and support the highest professional and ethical standards

"...Place social purpose, professional standards and ethics at the heart of action and debate about architecture and the profession"

1.2 Attract and retain the best and most diverse talent

"Engage school-age students to inspire an interest in architecture. Work with schools of architecture and practices to engage the next generation of architects in the future of the profession. Support our members and Chartered Practices in overcoming the barriers to an inclusive profession."

1.3 Provide access to education, knowledge and skills

"Lead and support changes to architectural education to deliver better value, more flexibility, and greater integration with practice."

Measuring success

“ The publication of this strategy is only the beginning of a five year process of activity, measurement, re-evaluation and, most importantly, impact. We will use detailed outcomes and measures to hold ourselves to account for the delivery of this strategy. In addition we are accountable to our membership and other key stakeholders for our performance. We will openly and transparently communicate our progress against this strategy at regular intervals through existing governance mechanisms, including the RIBA Board and Council, as well as directly to members.”

Communications

None at this stage

Consultation:

Andrew Forth, Head of RIBA Policy & Public Affairs
Vice president members of Board
Yemi Aladerun, RIBA Council

Author: Alan Jones, Vice President (Education)

Date of report: 8 February 2018

Background

Over recent months the need for the RIBA to increase awareness and action around Social Mobility has been raised by Alan Jones in RIBA Council, RIBA Board and RIBA Education Committee. In the RIBA Board meeting of 16th November 2017, it was agreed that Alan Jones should work with the RIBA Policy Unit to explore social mobility and its relevance to the RIBA.

This paper has been created in the style of a “reader”, with Appendix A containing a collection of quotes and sources that together highlight the increasing focus within the United Kingdom on social mobility and implies relevance across many aspects of the RIBA, to its strategy and direction, the current membership and the future profession.

All quoted text is in *italics* and links to publications and resources are indicated thus.

A first draft of this paper was initially reviewed by Yemi Aladerun, RIBA Council with her suggested additions incorporated into a second draft circulated to senior members of RIBA Board.

Alan Jones and Andrew Forth, Head of RIBA Policy and Public Affairs have reviewed the paper and agreed the recommendations presented.

Proposed Recommendations

It seems appropriate to identify the proposed recommendations at this point to give each reader a perspective on the main body of the paper.

1

For this paper to be considered within various sectors of RIBA to discuss and determine the need to increase the understanding and engagement with social mobility within our profession and institute:

Architects for Change

BATB - in relation to the Schools Outreach Programme

Education

Membership, Nations and Regions

Practice

RIBA Chief Executives Office / Policy Unit in relation to how the legal, accountancy and engineering institutes have been and are addressing social mobility

RIBA HR Department - in relation to recruitment and social mobility policies / strategies

Each Vice President / Chair / Director / Executive / Head leading the area highlighted will ensure a written summary of the discussion, conclusions and potential future actions (immediate, low cost and longer term) is created in time for (2) below.

2

A second paper should to be brought to Board on social mobility by July 2018 latest. This report would comprise of the summaries within (1) with discussion, conclusion and agreement on presentation to RIBA Council for consideration.

3

The RIBA should add a social mobility information request to each membership application and renewal, in accordance with questionnaire template contained within The Social Mobility Toolkit for the Professions, published by Professions for Good, 2012.

Appendix A

1 What is social mobility and who champions it?

The British Social Attitudes survey finds that 95 per cent of the public agrees “in a fair society every person should have an equal opportunity to get ahead”

Page 3, Elitist Britain, report for the Social Mobility Commission, 2014

Social mobility is not just about creating an education system that gives everyone a good start in their lives. It is about making sure that everyone in the labour market realise their potential and build a good life for themselves

Page 68 Time for Change, report by the Social Mobility Commission, 2017

The Social Mobility Commission, (SMC) established under the Life Chances Act 2010 as modified by the Welfare Reform and Work Act 2016, monitors progress towards improving social mobility in the UK, and promotes social mobility in England. The SMC is an advisory non-departmental public body, sponsored by the Cabinet Office, the Department for Education and the Department for Work and Pensions. It is responsible for:

- *publishing an annual report setting out our views on the progress made towards improving social mobility in the United Kingdom*
- *promoting social mobility in England, for example, by challenging employers, the professions, universities and schools to play their part in promoting social mobility*
- *carrying out and publishing research in relation to social mobility*
- *providing advice to ministers (at their request) on how to improve social mobility in England - this advice must then be published*

35 recent publications by the Social Mobility Commission can be downloaded from [here](#).

2 Why is social mobility becoming more important now?

When more and more people feel like they are losing out, social mobility matters more than ever before. Higher social mobility can be a rallying point to prove that modern capitalist economies like our own are capable of creating better, fairer and more inclusive society....

..... Our country has reached an inflection point. If we go on as we have been, the divisions that have opened up in British society are likely to widen not narrow. There is a growing sense in the nation that these divisions are not sustainable, socially, economically or politically. There is a hunger for change. The policies of the past have brought some progress, but many are no longer fit for purpose in our changing world. The old agenda has not delivered enough social progress. New approaches are needed if Britain is to become a fairer and more equal country. It is time for a change.
Foreword to the Time for Change, report by the Social Mobility Commission, 2017

An oft-quoted study by Blanden, Gregg and Machin (2005) revealed that the link between parental earnings and an individual's earnings was stronger for the generation born in 1970 than for the generation born in 1958, showing a decline in social mobility. A follow-up study investigating the link between parental income and children's education for people born between 1970 and 2000 revealed that this link had neither worsened, nor improved over time.

Page 15, The Social Mobility Toolkit for the Professions, Professions for Good, 2012

'Children of less advantaged class origins need to show substantially more merit than children from more advantaged origins to gain similar class positions.' Were opportunities to get into professional careers truly meritocratic, we would expect to see substantially more social mobility in Britain than we do at present.

Page 43 Fair Access to the Professions, 2009

Professions will lose from this growing social exclusivity. We believe it is in the direct business interest of every profession to tackle this increase in social exclusivity. There is likely to be a need for many more professionals in future. Some studies suggest that up to nine new jobs in ten created over the next decade will be in professional and managerial sectors.

Page 21 Fair Access to the Professions, 2009

More needs to be done to spread opportunity and access to quality jobs more evenly across the UK.

Page 68 Time for Change, report by the Social Mobility Commission, 2017

A stark social mobility postcode lottery exists in Britain today where the chances of someone from a disadvantaged background succeeding in life is bound to where they live... The report uncovers a striking geographical divide with London and its surrounding areas pulling away from the rest of the country, while many other parts of the country are being left behind economically and hollowed out socially..... The report debunks the assumption that a simple north-south divide exists. Instead, it suggests there is a postcode lottery with hotspots and coldspots found in almost every part of the country.

State of the nation report, for the Social Mobility Commission, November 2017

Three times fewer young people from average or poorer backgrounds aspire to be a professional than those from professional backgrounds....The Joseph Rowntree Foundation has found that, while young people from deprived backgrounds do not generally lack aspiration, there is a lack of understanding of how to fulfil career goals...

Page 28, The Social Mobility Toolkit for the Professions, Professions for Good, 2012

We believe there is every chance of a second great wave of social mobility in our country. But we do not believe it will just happen. It requires a change of attitudes to broaden opportunities in society and at different stages of life. The professions need to take a lead in rejecting the old elitist notion that the UK can progress on the basis of opportunities being available only to some people some of the time. Instead, we advocate an approach that will see opportunities becoming available to more people more of the time. We reject the myth that this entails either dumbing down or social engineering. Instead, we believe it will benefit the professions and help both our society and our economy to flourish. We argue that it will need action from more than one organisation or one part of society. It is certainly not just a job for government or the professions. It is a job for all.

Conclusion page 49 Fair Access to the Professions, 2009

At University, an appreciation of recent increases in ethnic minority participation must not mask the difficulties faced some ethnic minority students, such as those from Black Caribbean groups, particularly in light of high drop-out rates and low achievement. At the same time, attention should be focussed on the factors that prevent low SES White British young people (and boys in particular) from participating equitably.

Page 48, within conclusion of Ethnicity, Gender and Social Mobility, report for Social Mobility Commission, December 2016

"In every single sphere of British influence, the upper echelons of power in 2013 are held overwhelmingly by the privately educated or the affluent middle class"
Sir John Major, reported in Elitist Britain, report for the Social Mobility Commission, 2014

"Governments have largely absented themselves from addressing progression in employment and elitism in the professions."
The Rt. Hon. Alan Milburn, Foreword to the 2017 Time for Change report

Seven in 10 people thought a good education was the key to getting a good job. But nearly half thought it remained out of reach for most children from lower income families.

Public attitudes towards social mobility, SMC, 2013 The full report can be accessed [here](#).

Young people from different ethnic groups but comparable socio-economic backgrounds, participate in Higher Education at very different rates. The socio-economic gradient in Higher Education access is also steeper for White British students. Of White British children in the poorest quintile, only 1 in 10 will go to university. This is compared to 3 in 10 for Black Caribbean children, almost 5 in 10 children from Bangladeshi, Pakistani and Black African ethnic groups and nearly 7 in 10 for Chinese ethnic students.

Page 26, Ethnicity, Gender and Social Mobility report for the Social Mobility Commission, 2016

3 Why is social mobility becoming increasingly important to institutions and the professions?

What is the state of social mobility in the professions? - Although a lack of data and an overreliance on anecdotal evidence prevent a robust or definitive assessment of the state of social mobility in the professions, there is a widespread perception that they are dominated by those from more affluent and privileged backgrounds.... Fewer people who grew up in average-income households got into the professions from the generation born in 1970 than from the generation born in 1958. Unsurprisingly, the number of non-graduate routes into the professions has decreased over recent decades.

Page 16, The Social Mobility Toolkit for the Professions, Professions for Good, 2012

Locking out a diversity of talents and experiences makes Britain's leading institutions less informed, less representative and, ultimately, less credible than they should be. Where institutions rely on too narrow a range of people from too narrow a range of backgrounds with too narrow a range of experiences they risk behaving in ways and focussing on issues that are of salience only to a minority but not the majority in society.

The Rt. Hon. Alan Millburn, Chair of Elitist Britain, Foreword to the report for the Social Mobility Commission, 2014

'A recent survey by Deloitte found that only 36 per cent of millennials think they will be financially better off than their parents and only 31 per cent think they will be happier. The survey found that income inequality was one of the biggest concerns for millennials, which is backed up with the findings that those from low-income backgrounds earn, on average, 10 per cent less than their most advantaged peers six months after graduating from the same subject. The UK is one of the worst countries

for social mobility, meaning that there is little chance that an individual from a low-income background will receive the same opportunities as someone from a higher class – regardless of their hard work or talents. These figures are concerning and emphasise the importance for UK companies to encourage social mobility and combat unconscious bias. Breaking down these barriers and levelling the playing field allows for greater diversity of thought within an organisation, which has been proven to enable the attainment of business goals and bring new, and better, ideas on how to achieve success.'

The Importance of Social Mobility and Who's getting it Right, [Top 50 Social Mobility Employer Index](#), 23 June 2017

"Research by the Social Mobility Commission highlighting the gap in earnings between professional people from poorer backgrounds compared to their peers from more affluent backgrounds. The report finds that people from less privileged backgrounds face a £6,800 class pay gap"

Link to report [The class pay gap and intergenerational worklessness](#), SMC, January 2017 - Reported by the BBC [Social mobility: Class pay gap found in UK professions](#), 26 Jan 2017

We value the professions and believe they are key to the UK's economic future. We welcome the fact that they are growing in size and importance. And we believe they are a great source of pride for our country. We value them particularly because the professions helped give birth to the post-war first great wave of social mobility and we believe they hold the key to the UK again becoming a more socially mobile country. We are concerned that social mobility is not what it could be in the UK and that the professions have become more socially exclusive over time. We believe this to be an issue for the majority, not the minority, in our society. We welcome the progress many professions have made to widen access, and we believe they deserve praise for their efforts. But we believe that a step-change has not been achieved. Initiatives and programmes to widen access remain on the margins not in the mainstream. They are piecemeal not universal. The default setting in the professions is still to recruit from too narrow a part of the social spectrum. That all has to change. We believe that if the professions are to keep pace with change in society and successfully to expand, they need to do much more to recruit from a wider pool of talent and to banish any vestiges of a closed-shop mentality.

Page 25 [Fair Access to the Professions](#), 2009

"But this first wave of social mobility has since slowed, with professions becoming more – not less – socially exclusive"

Page 18 [Fair Access to the Professions](#), 2009

".....for many a degree is the route to a high paid, and often enjoyable job. Successful graduates will often secure these higher earnings by entering one of the more prestigious and higher paid professions. Access to these higher status and higher paid professions is unequal, with those from less advantaged backgrounds being less likely to secure such roles"

Destination of new Graduates Report, SMC 2013- Link to report [here](#)

With studies showing that between now and 2020 up to seven million new professionals will be required in the labour force, the professions have a strong competitive interest in widening access to all who have talent.

Page 19 [Fair Access to the Professions](#), 2009

Focus on this issue has increased significantly in the last four years. In 2013 only 16 per cent of graduate employers collected data on the socio-economic backgrounds of their applicants, by 2016 this had more than doubled to 39 per cent. Social mobility was seen as a higher priority than disability and sexual orientation, with 67 per cent of employers claiming it was a high or medium priority for their business

Page 77 Time for Change report, Social Mobility Commission, 2017

Diverse professions cater better for a diverse society. As the problems confronting police officers and doctors, for instance, become ever more complex, the professions need those not just with the highest academic achievements but also those with wider, more varied experiences. A more representative workforce may in turn generate higher levels of satisfaction and trust.

Page 49 Fair Access to the Professions, 2009

Research conducted by the Social Mobility and Child Poverty Commission found that 65 per cent of people believe 'who you know' is more important than 'what you know', and three quarters of people think family background has a significant influence on life chances in Britain today.

Page 4, Elitist Britain, Foreword to the report for the Social Mobility Commission, 2014

What this means for me is that if we as a sector and as individuals are to truly address discrimination, we need to be taking a holistic approach, recognising the individual and combined impact of protected characteristics such as gender and race, but also encompassing income, caring responsibilities and all the places where those strands overlap. And ideally, the solution should be created and co-designed with the input of those impacted. For individuals pursuing their aspirations in architecture who are impacted by intersectionality, trying to navigate the barriers of gender, class and ethnicity can be exhausting. Not surprisingly many are put off before they even start; they may drop away during their studies or within the first few years of qualifying.

The need for a holistic approach, no more wasted talent, Built by us Website Page, Nov 2017

*There are considerable financial responsibilities associated with qualifying for certain professions. in the cases of medicine and **architecture**, tuition fees, living costs and postgraduate training cost more than £60,000. According to the British Dental association, dentistry students have £25,500 of loans to repay on average, and 80% receive financial support from their parents (which averages £20,000).*

Veterinary students similarly have around £23,000 of debt. These sums are expected to go up with the rise in tuition fees in 2012.

Page 17, The Social Mobility Toolkit for the Professions, Professions for Good, 2012

4 How are other professions progressing social mobility

We recommend that employers and professional bodies/regulators collect data for all four questions outlined on the next page every three years as a minimum. This template questionnaire will allow them to gain insights into an individual's upbringing and secondary education, as well as their entry and route into the profession. We have provided data collection and data analysis advice to accompany this questionnaire. We also recommend further responsibilities for professional bodies/ regulators, such as supporting professional employers with further guidance and undertaking further research about complex issues such as progression.

Page 20, The Social Mobility Toolkit for the Professions, Professions for Good, 2012

There are, however, certain commonly recognised critical points affecting how socially mobile an individual will be throughout their life: early years of development; how ready they are for school at age 5; GCSE attainment; their choice of options at 16; whether they gain a place at university or on an apprenticeship; whether they get into, and how they progress within, the labour market.... There are opportunities for the professions to improve individuals' prospects at several of these critical points

Page 14, The Social Mobility Toolkit for the Professions, Professions for Good, 2012

Collecting socio-economic data - In a significant development, the Legal Services Board will be introducing systematic socio economic data collection from the end of 2012. This is a decisive act of leadership which we applaud. We urge other sectors to follow suit.

Progress in the Legal Profession, in Fair Access to the Professions, review for the Social Mobility Commission, 2012

Young people from disadvantaged backgrounds continue to be under-represented at higher education institutions. They make up just over 3% of those entering higher education in England, compared with more than 21% for those from the most advantaged backgrounds. The gap is even wider in medicine. Students from the most advantaged backgrounds make up 29% of those starting medical school, compared with 1% for those from the most disadvantaged backgrounds. General Medical Council data show that almost two thirds of doctors in training grew up in the most affluent areas of the United Kingdom and that one in three went to an independent or fee paying school, which educate just 7% of the population (General Medical Council, personal communication).

Caroline White, British Medical Journal Careers, Widening access to the medical profession, 2015

Many professions have taken steps to tackle these issues, but many have not gone far enough and need to do more. Many professions have submitted evidence to us about their efforts to broaden the social mix from which they recruit. This has meant that good progress has been made on the agenda. For instance the gender pay gap has fallen by over 16% in the last 10 years, as measured by median hourly pay (excluding overtime of full-time employees) across all sectors. The proportion of black and minority ethnic (BME) professionals has grown faster than that of white professionals over the last decade. Over the last eight years, the number of disabled employees in the public sector has risen from 11.5% to 14.2%, somewhat ahead of the private sector. The sheer scale of the future recruitment challenge faced by the professions as they expand has prompted a number of professions to develop innovative and exciting initiatives to improve access to career opportunities.

Page 23 Fair Access to the Professions, 2009

Each profession should carry out a review of current practice on fair access to the profession, with a view to developing practical ideas for improvement. The professions should report publicly on these by the end of 2010, with a clear set of recommendations and an action plan for implementation.

P154 Fair Access to the Professions, 2009

The professions should routinely report (every 12 months) on activities that are aimed at making access fairer as part of their established corporate social responsibility reporting arrangements.

P157 Fair Access to the Professions, 2009

The statutory and approved regulators of individual professions should embed the social mobility and fair access agenda into forward strategic plans

P157 Fair Access to the Professions, 2009

Professional bodies and professional regulators should encourage businesses in their sector to ensure that they meet best practice in mid-career changes and career interchange routes....

P155 Fair Access to the Professions, 2009

The Government should:

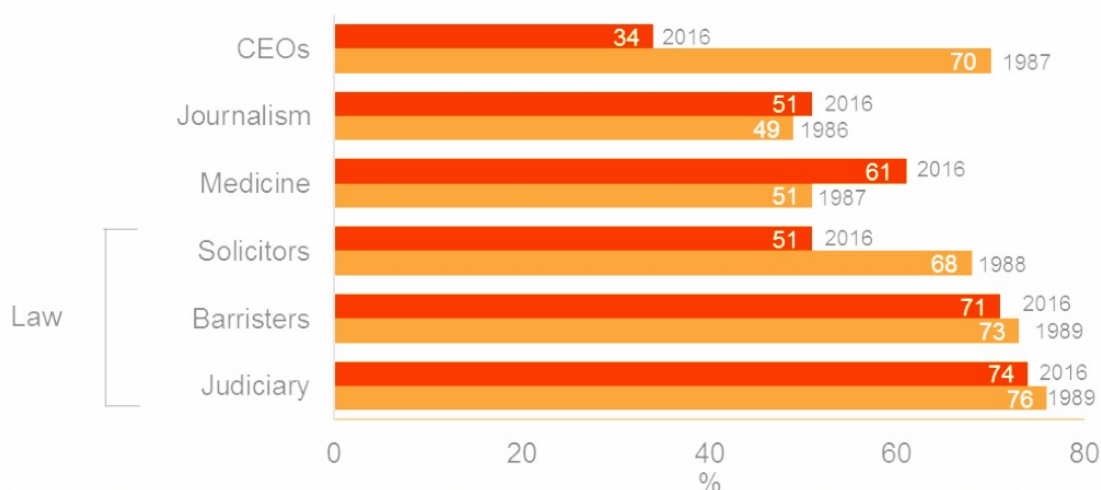
Make socio economic diversity in professional employment a priority by encouraging all large employers to make access and progression fairer, with the Civil Service leading the way as an exemplar employer

P154 Fair Access to the Professions, 2009

The legal profession has demonstrated significant progress in relation to solicitors. In 2015, 32 per cent of leading solicitors had attended independent schools, compared with 55 per cent in 2004, and 68 per cent in 1988. However, other professions, such as journalism and medicine, show far less progress. Journalists are still dominated by 51 per cent who are privately educated (compared to 49 per cent in 1986 and 54 per cent in 2006) and medicine has become more unequal, with 61 per cent privately educated compared to 51 per cent in both 2007 and 1987.

Page 78 Time for Change report, Social Mobility Commission, 2017

Figure 4.6: Percentage of people at the top of a sample of professions who attended independent schools, comparisons over different time periods



Source: Sutton Trust, *Leading People 2016*, 2016 compared against Sutton Trust, *The Educational Backgrounds of Leading Lawyers, Journalists, Vice Chancellors, Politicians, Medics and Chief Executives*, 2009

The above table from the Time for Change report, Social Mobility Commission, 2017

Progress in the Legal Profession

The three chapters that follow take a more in-depth look at three professions which, while holding a special place in British society, have long had a reputation for social exclusivity – law, medicine and the media. This chapter deals with the legal profession. The legal sector was identified for two main reasons. First, there is a strong argument that, given its prominent, powerful and influential role in society, the legal profession has a special responsibility to ensure that its workforce is broadly representative of the people it serves. The less representative it is, the less legitimate it will be. Second, current data indicates that the composition of law firms, the Bar and the judiciary – despite considerable efforts – remains unrepresentative of broader British society, especially in the most senior positions.

What the legal workforce looks like:

- 5 out of 17 Supreme Court judges and heads of division attended independent schools and went on to study at Oxford or Cambridge
- of 38 justices of appeal, 26 attended independent schools, eight attended grammar schools, two attended state comprehensive schools and two were schooled overseas; 28 then studied at Oxford or Cambridge
- of all the 169 judges, 33 went to the 11 major public schools....

In 2007, Lord Neuberger led a working party to review the selection and recruitment procedures used by the Bar. The resulting report recommended a set of proposals designed to increase significantly the number of able people from disadvantaged backgrounds at the Bar.

.... many of the legal sector respondents were focused on aspiration-raising programmes as their primary tool for improving social mobility and access to professional careers. It is clear that genuine steps have been taken since 2009 to improve awareness and understanding of the legal profession, as well as working with young people from more disadvantaged backgrounds to improve both cognitive and non-cognitive skills.

Page 35-36, Progress in the Legal Profession, in Fair Access to the Professions, review for the Social Mobility Commission, 2012

There are several important pieces of work under way across the sector, which we hope will help ensure that recruitment processes both into law firms and the Bar become more fair and transparent.

First

....commissioned a fundamental review of legal education and training... A key output will be a proposed framework suggesting alternative routes to qualification, possible routes for cross- and dual-qualification and mobility between the professions.

Second

Bar Standards Board is developing a new Code of Conduct on mandatory training in fair recruitment and selection processes, and the Bar Council is finalising a recruitment and selection toolkit. Specifically relevant to social mobility issues, the toolkit contains guidance on how to recognise and avoid bias in recruitment, and how to approach applicants' qualifications and existing experience in defining effective selection criteria, as well as guidance on widening the applicant pool.

Third

new equality and diversity rules are scheduled to come into force in September 2012, and will be incorporated into the Bar's Code of Conduct. They include new requirements for individuals responsible for the selection of assessed mini-pupillages,

pupils, barristers, clerks and staff to undergo appropriate training in fair recruitment and selection processes.

Page 39, Progress in the Legal Profession, in Fair Access to the Professions, review for the Social Mobility Commission, 2012

Pathways to Law puts young people in touch with mentors can help them with their education and career options.

<https://pathwaystolaw.org.uk/>

5 Evidence of Government prioritising disadvantaged backgrounds

- *....We will promote transparency by opening up data held by the sector, informing choice and promoting social mobility, by putting a duty on <academic> institutions to publish application, offer, acceptance and progression rates broken down by gender, ethnicity and disadvantage.*
- *We intend to legislate to require those organisations that provide shared central admissions services (such as UCAS) to share relevant data they hold with Government and researchers in order to help improve policies designed to increase social mobility, while also ensuring all appropriate data protection safeguards are in place.*
We will give the Office for Students a statutory duty to cover equality of opportunity across the whole lifecycle for disadvantaged students, not just access.
- *We will ensure that the Teaching Excellence Framework assessment framework explicitly takes into account outcomes for disadvantaged groups....*

Page 19, Success as a Knowledge Economy, Department for Business Innovation & Skills, May 2016

Medical school places to increase next year

BBC News 9 August 2017

An extra 500 medical school places in England have been confirmed for next year by the government.....

Diversity drive

The government wants many of the new training places to go to students from disadvantaged backgrounds to improve diversity in the medical profession. Medical schools will be able to bid to run some of the extra course places. Those that can demonstrate they are targeting under-represented social groups, such as poorer students, will be favoured, as will those covering regions that struggle to attract trainee medics - rural areas and coastal towns, for example.

[Link to online article](#)

6 The Social Mobility Business Compact

The Department for Business, Innovation and Skills (BIS) created the Social Mobility Business Compact in 2014 and almost 200 business have signed up to the Compact and the associated commitments.

Aim of the compact

The aim of the compact is to address elitism and improve social mobility by encouraging businesses to open up opportunities to everyone. The government believes no one should be prevented from fulfilling their potential because of:

- *where they're born*
- *the school they went to*
- *the jobs their parents do*

Taking action to open up opportunities to individuals from socially diverse backgrounds is also vital if businesses are going to successfully access untapped talent.

Compact commitment

Compact signatories commit to take action to:

- *work with schools and communities to raise the aspirations of young people*
- *provide fair, accessible and high quality work experience and internship opportunities*
- *recruit fairly and ensure that their recruitment practices eliminate barriers to social mobility*

The compact does not say how businesses should meet these commitments. It welcomes businesses who drive forward change in new and innovative ways, and who are willing to share their experience of what works. It is free to join the compact and to attend compact quarterly networking meetings.

Over 190 businesses have become compact signatories from a wide range of sectors including legal, retail, finance and energy. See [Signatories to the Social Mobility Business Compact](#).

They are not currently accepting applications but will provide an update shortly.

About the champion tier of the Business Compact

Department for Business, Innovation and Skills (BIS) introduced the champion tier of the compact in 2014. The champion tier is for signatories that wanted to publicly commit to lead the way on improving social mobility.

Champion organisations

Following a competitive process, businesses were selected to become compact champions. These businesses span the housing, care, professional and legal service sectors.

The champion businesses are:

- [Accenture](#)
- [Aspire Group](#)
- [Baker & McKenzie](#)
- [Deloitte](#)
- [EY](#)
- [Grant Thornton](#)
- [KPMG](#)
- [Linklaters](#)
- [Mears Group](#)
- [Standard Life](#)
- [Telefónica](#)

7 Some websites and organisations

<http://www.socialmobility.org.uk>

The Social Mobility Foundation (SMF) is a charity which aims to make a practical improvement in social mobility for young people from low-income backgrounds. The SMF was founded in 2005 by Linkson Jack (who served as Chief Executive until January 2009) in order to provide opportunities and networks of support for 16-17 year olds who are unable to get them from their schools or families. More than ten years on, the first students supported by us have gone on to be successful in achieving degrees and graduate entry jobs.

<http://www.builtbyus.org.uk/>

Built By Us helps construction businesses find diverse talent. As the UK, through shifting demographics, is managing a far more diverse workforce, a better understanding of the competing issues which act as barriers to diversity and inclusion are essential. People often want to do the right things to make change in their organisations but they don't always know how. This is where BBU comes in, we are on a mission to connect diverse talent to construction businesses and to support companies on their journey to becoming more inclusive workplaces.

<https://www.gov.uk/government/organisations/social-mobility-commission/about>
The Social Mobility Commission

<https://fluidmentoring.org/>

FLUID Diversity Mentoring Programme, an innovative scheme run by social enterprise Built By Us and developed by RIBA's Architects for Change (AfC) Committee and the Construction Industry Council. The programme was designed to address the retention and development of talented practitioners from diverse backgrounds for management and leadership roles in the built environment. The project has been developed in response to evidence gathered on diversity by the Construction Industry Council (CIC), AFC, Commission for Architecture and the Built Environment (CABE), the Government's Fair Access to the Professions Report, the Equality and Human Rights Commission's Race Discrimination in the Construction Industry Inquiry Report in addition to other reports.

"As professionals and as an industry we are at our best when we understand, engage and work with the diverse communities for whom we design and deliver environments. Our industry should reflect the society we work in, it should embrace diversity and encourage the progression of all to ensure we foster talent and allow equality of access to opportunities. The Fluid Diversity Mentoring programme presents an opportunity to invest in this progression and in doing so we invest in a future which will benefit us all." Clare Devine Executive Director for Architecture, Built Environment & Design

<http://www.arb.org.uk/>

Searches on the ARB website for the following terms did not result in any relevant results: social, mobility, disadvantaged or access.

<https://www.suttontrust.com>

The Sutton Trust was founded by Sir Peter Lampl in 1997. We are a foundation which improves social mobility in the UK through evidence-based programmes, research and policy advocacy. From early years' through school, college and university to the workplace, we work to combat educational inequality and prevent the subsequent waste of talent. We are concerned with breaking the link between educational opportunities and family background, so that young people are given the chance to fulfil their potential, regardless of their family background, school or where they live.

<https://www.cipd.co.uk/knowledge/strategy/resourcing/social-mobility-report>

Social mobility - Tips for organisations to access and develop a broader talent pool. The Chartered Institute of Personnel & Development - The professional body for HR and people development.....Social mobility is a complex concept, but in a nutshell it's about a person being able to do well – career and otherwise – irrespective of their background and upbringing. The business case for improving social mobility is clear: there is a growing need for skilled professionals in the labour market and organisations find that there are significant benefits in having a diverse workforce that mirrors the customer base and different markets. We also know that having a more diverse workforce helps with new ideas and innovation.....The vast majority of HR professionals know they can play a key role to address this. Indeed, when we asked our members whether HR have a role to play in promoting social mobility, more than nine out of ten agreed. But many organisations find that these good intentions are difficult to translate into action. This is why we would like to help. Our eight practical tips below aim to help you and your organisation to get the skills you need and to attract and retain good people from a wide range of social backgrounds.

<https://www.inspiringthefuture.org/employers/>

Inspiring the Future is a free service that connects 10,000+ teachers from over 1,000 primary and three quarters of state secondary schools and colleges with over 34,000 volunteers who have pledged to give just one hour per year to speak to young people about their job, career and the educational route that they took. Volunteers and schools are connected securely online, with volunteers receiving invites from local schools and colleges to see if they can attend events during the academic year.

<http://www.futurefirst.org.uk>

Why we exist - Britain has a deep social mobility problem. This not only limits the contribution that individuals can make to society and the economy but is also fundamentally unfair. Although there are some signs of social progress, there is evidence too that the problem is getting worse with only one in eight children from a low-income background likely to become a high earner as an adult. Future First is a national education charity that helps state schools and colleges to build alumni communities. At the core of our work is the drive to ensure that no young person's future is limited by their background.... Private schools and universities have benefited from strong networks for decades. Our polling shows that alumni of state schools are just as likely to want to go back and share advice with students in their old seats, it's just that state schools are not as good at asking. Our mission is to change that.

<https://www.cipd.co.uk/knowledge/strategy/resourcing/social-mobility-report>

Improving social mobility - an individual's ability to do well and progress regardless of their background - is a key issue for society. However, it is also increasingly important for organisations who need to ensure they have the right skills, by fishing in a wider talent pool. The business case for having a more diverse workforce is clear, but reaching out to a different demographic is not easy, In particular in a world where awareness and access to opportunity is still depending on parental income and educational pathways. This leaflet aims to highlight some ways by which organisations can access and develop a broader talent pool. Much of this is about connecting with young people as early as possible to provide insight into the different labour market opportunities available and build their capability to access those.

<https://thebridgegroup.org.uk/>

A charitable policy association researching and promoting socio-economic diversity and equality.